June. 1912

Y. M. C. A.

GENERAL PLAN FOR FIELD SUPERVISION

I. Two Field Superintendents - Salary $2,500. - Office - $600.

		Headquarters
1.	Mountain Field	Asheville
2.	Western Field	Albuquerque or Santa Fe

II. Two District Superintendents:- Salary $1,800.

1. Cuba - Head of Guines School and Supt. of all other work.

2. Porto Rico:-
Head of Mayaguez school and Supt. of all other work.

III. Independent Stations

1. Good Will
2. Wolf Point
3. Stations in California and Washington
4. Sitka

DUTIES

1. To conduct all local correspondence, adjusting all questions which do not require action on the part of the Board or the Superintendent of Schools.

2. To make regular visits to all schools and stations.

3. To exercise constructive supervision.(rather than to investigate troubles and compose dissensions)

4. To co-ordinate the schools of the Woman's Board with thenevangelical efforts of the Church by keeping in close touch with the various synods, presbyteries, and committees interested.

5. To assemble the present unrelated units of our work into a co-ordinated whole both from the pedagogical and social viewpoint.

6. To visé all reports from schools and stations and all requisitions in excess of pro rata allowance.

7. To make monthly reports to the Supt. of Schools

8. The Field Supts. to attend an annual Conference in New York to assist in the preparation of the Annual Budget and to plan the compaign for the new fiscal year, this Conference to be held in March.

9. To recommend candidates Both for original appointment and re-appointment.

10. To audit all school accounts and supervise building operations, negotiate sales, leases and be generally responsible for all property matters.

ADVANTAGES

1. The substitution of actual for nominal supervision.

2. The enactment of a co-ordinated system of school and community work in place of present system of unassembled and unrelated units.

3. The elimination of the main cause of friction between churches and schools and the substitution therefor of a broad, sympathetic, aggressive Christian policy of

harmonious endeavor to promote the common aim.

4. The establishment of a vital connection between Headquarters and the Field which would keep the Board constantly and reliably informed as to actual conditions, and make possible that intelligent planning of campaigns and policies which requires a basis of indisputable and clearly presented facts.

5. Economy of system is unquestionable. Saving in care of property alone would be large. Saving in teachers travelling expenses would be not inconsiderable. The elimination of the office of Assist. Supt. and a reduction of the force in School Department would provide salary and office expenses of one field. Moreover it is doubtful if there would be a large increase in administrative travelling expenses as half rates would be applicable to these officers and much of travelling done under present system would be obviated.

6. The Supt. Of Schools would be relieved of a large amount of detail work which cannot be done effectively in the home office and he would thus be able to devote his time almost exclusively to the consideration of the larger questions of administration and policy, which require that careful investigation which is not possible under present systep.

The Superintendent should serve as an effective medium through which the Field is brought into close touch with the Board and this would be possible under system of field supervision; but it is wholly impossible under present system.